



**STATE OF DELAWARE
EXECUTIVE DEPARTMENT
OFFICE OF MANAGEMENT AND BUDGET**

Dear Human Resources Professional:

It is our goal to provide State of Delaware employees with access to the best benefits at the best possible price. This goal has driven our decision to enhance the disability insurance benefits offered to State employees covered by the State Employees' Pension Plan.

Effective January 1, 2006, the State of Delaware will offer a new disability benefits program to participants in the State Employees' Pension Plan. The Hartford was the successful bidder and their disability insurance program will help to provide income protection to eligible State employees who cannot work due to injury or illness.

The new disability insurance program, which includes both short-term and long-term disability plans, will address several inadequacies in the current disability benefits provided through the State Employees' Pension Plan and the lack of a short-term disability plan, including:

- **Offering Immediate Eligibility.** Today, members must be vested in the State Employees' Pension Plan (they must have five or more consecutive years of credited pension service) to be eligible to receive a pension disability benefit. The new program will provide coverage to almost 10,000 members of the State Employees Pension Plan who are not currently eligible for a disability benefit provided by the State because they have less than five consecutive years of credited service.
- **Providing a Better Benefit.** The new plan will offer eligible State employees comprehensive disability coverage equal to 75% of salary for short-term disability and 60% of salary for long-term disability.
- **Using Resources Efficiently.** A managed long-term disability plan that will include features such as active case management and return-to-work programs that provide more control of the programs in place, and therefore, less misuse of benefits.

All State employees who are vested in the State Employees' Pension Plan (five or more consecutive years of service), will have the option to select the new disability insurance program with The Hartford or remain in the current disability pension program. *This is a one-time election of a disability benefit program for current employees with five or more consecutive years of service.*

To provide you with more details about the new disability program, we have included **Frequently Asked Questions** and a **Disability Benefit Comparison Chart** along with this letter. Please read these documents closely so you can familiarize yourself with the new disability insurance benefit program enhancements.

In the coming weeks, we will communicate this new disability benefit insurance program to employees. In the meantime, please call the Pension Office at 302-739-4208 or 800-722-7300 if you have any questions.

Sincerely,

Handwritten signature of Christine Pochomis in black ink.

Christine Pochomis
Director, Statewide Benefits and Insurance Coverage

Handwritten signature of David Craik in black ink.

David Craik
Pension Administrator